

Goal IVa4A – Diversity In Permanent Workforce

NPS Mission Goal. By September 30, 2005, increase the servicewide representation of underrepresented groups over the 1999 baseline by 25% in the 9 targeted occupational series in the permanent workforce.

Park Long-term Goal. By September 30, 2005, the number of park permanent and term positions in the 9 targeted occupational series filled by employees from underrepresented groups is increased from 1 at the end of FY1999 to 23 (2200% increase).

Park Annual Goal. By September 30, 2003, the number of park permanent and term positions in the 9 targeted occupational series filled by employees from underrepresented groups is increased from 1 at the end of 1999 level to 17 (1600% increase).

Miscellaneous Notes. The parks' workforce has not reached parity for all Equal Employment Opportunity groups in all occupations and grade levels with their percentage of representation in the civilian labor force for those same or similar occupations. The parks are committed to increasing diversity in its permanent workforce. The parks will recruit and hire women, minorities, and individuals with disabilities in all occupational series and grade levels where they are under represented to achieve consistency with their percentage of representation in the civilian labor force.

Tracker. This goal will be tracked by the personnel officer.

Goal Verification/Validation. includes recruitment trips to universities and colleges and seeking out diverse candidates through a variety of hiring authorities.

Goal IVa4B – Diversity in Temporary Workforce

NPS Mission Goal. By September 30, 2005, increase the servicewide representation of underrepresented groups over the 1999 baseline by 25% of women and minorities in the temporary and seasonal workforce.

Park Long-term Goal. By September 30, 2005, the total number of park temporary and seasonal positions filled by women and minorities is increased from 101 in FY 1999 to 130 (29% increase).

Park Annual Goal. By September 30, 2003, the total number of park temporary and seasonal positions filled by women and minorities is increased from 101 in FY 1999 to 120 (19% increase).

Miscellaneous Notes. The parks' workforce has not reached parity for all Equal Employment Opportunity groups in all occupations and grade levels with their percentage of representation in the civilian labor force for those same or similar occupations. The parks are committed to increasing diversity in its temporary/seasonal workforce. The parks will recruit and hire women, minorities, and individuals with disabilities in all occupational series and grade levels where they are under represented to achieve consistency with their percentage of representation in the civilian labor force.